

# Dept. of DOC-NCF (245) Facts – FY '12

www.doc.state.ia.us



## General Information

**Address:** 307 S. 60<sup>th</sup> Avenue, W  
Newton, IA 50208

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 259	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 11.80
---------------	-------------	--------------------	----------------------------------

Span of Control: 11.73	Total Unemployment Insurance Claims: N/A
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	95	<25	0	45-54	12	# of Females:	74	# of Males:	185
25-34	42	55-64	44	25-34	1	55-64	2	% of WF:	28.57%	% of WF:	71.43%
35-44	75	65+	2	35-44	7	65+	0	Average Age:	44.40	Average Age:	46.07
Employee Average Age: 45.59				Supervisor Average Age: 48.20				Average Length of Service: 10.24		Average Length of Service: 12.43	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	14	# of Non-minorities:	242	# African-American:	3	# of "did not respond":	3
% of Workforce:	5.41%	% of Workforce:	93.44%	# Asian/Pacific Island:	1	% of Workforce:	1.16%
Average Age:	43.22	Average Age:	45.82	# Am. Indian/Alaskan:	2	Average Age:	38.20
Average Length of Service:	9.93	Average Length of Service:	11.92	# Hispanic or Latino:	8	Average Length of Service:	10.58

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	16	# of Persons With No Disabilities:	203	# of "did not respond":	40
% of Workforce:	6.18%	% of Workforce:	78.38%	% of Workforce:	15.44%
Average Age:	47.49	Average Age:	45.19	Average Age:	46.83
Average Length of Service:	12.61	Average Length of Service:	11.16	Average Length of Service:	14.75

Officials/Administrators EEO Category 1: 15	Professionals EEO Category 2: 39	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 157
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 10	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 15

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 4	All Terminations: 6	Voluntary Quits: 12	Transfer Out: N/A

# of Classes Used: 43	Most Populous Classes: Correctional Officer (142), Correctional Counselor (19), Correctional Food Serv Coordinator (11)		
Separations - By Class:	Correctional Officer (14), Correctional Supervisor 2 (2), Registered Nurse (2)		
# Eligible for Retirement:	15 Protect Serv 22 General - in next 5 yrs	% Eligible (Protective Serv): 9.55% % Eligible (General): 21.57%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$77,017.78	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$15,272,606.43	Avg. Base Salary: \$55,050.21	Overtime Days Worked: 956.9
Overtime Cost: \$280,956.66	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,115,324.57	Vacation Days Earned: 5,157.8	Vacation Used Expense: \$992,813.66	Vacation Days Taken: 4,581.5	
Sick Leave Days Earned: 4,328.2	Reg. Sick Leave Used Expense: \$606,361.55	Reg. Sick Leave Days Used: 2,915.2	Converted Sick Leave To Vacation Days Used: 164.0	
Sick Leave -Earned Value: \$871,379.76		Avg. Sick Leave Days Per EE: 11.26	Converted Sick Leave To Vacation Used Expense: \$37,766.48	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 2 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$14,892.80	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$40,466.29	Funeral Days Used: 207.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$348.64	Jury Leave Days Used: 2.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012